



# SPOTLIGHT

JULY 2007

AMERICAN INCOME LIFE & NATIONAL INCOME LIFE

VOL. 40 NO. 7



## Mediterranean cruise contest

- Mediterranean Cruise Contest Winners
- June Leadership Development School Recap
- A Word from Joe Gordian and Richard Meshulam





FROM THE DESK OF:

**Roger Smith**

President & CEO  
American Income Life  
& National Income Life

## HALFTIME

We are all familiar with the halftime shows at football games. Whether it's a high school game or the Superbowl, there is always some sort of performance designed to keep spectators entertained while the teams are off the field.

However, while we are watching the show, the real work is being done behind the scenes in the locker rooms. Halftime is when the teams get the chance to reassess everything that has happened in the game so far — what's going right and what's going wrong. The teams may be taking a well-deserved break from the mayhem on the field, but they know their work is not over until the final whistle blows. The playbooks are consulted, strategies are made, and when it is finally time to get back into the game, the players have a renewed sense of their goal: to win.

We are now in July, which means we have reached our own company halftime. Now is your chance to look back at the first half of the year and determine how your game is going. What have you done right this year that you would like to maintain? What part

of your game plan can use improvement? AIL/NILICO is aiming for double digit growth in the second half of 2007, and it will take the whole team to achieve this. Adjust your strategy if you need to, but always keep your goals in mind. Just as the football teams have their coaches to turn to for advice, you have your SGAs and the Home Office to help you overcome any hurdles in your way, so be sure to take advantage of that opportunity. Now, let's get back out there and win one for the Gipper!



### Dates to Remember

**Wednesday, Aug. 29, 2007**  
All business and PR credits must be at the Home Office to count for August production.

### Total Bonuses Paid Out

This month AIL and NILICO paid a total of \$966,079.29 in bonuses. For more information on the monthly bonuses, turn to Page 17.

### Required Retention Rate

**Effective Jan. 1, 2007**, to be eligible for bonuses and featured in *Spotlight*, Producers must meet the required Retention or the minimum Net to Gross. Net to Gross varies based on bonus guidelines. The rates listed below are for *Spotlight* recognition only. Net to Gross is used only during the Producer's first eight months.

Retention:	68%
Net to Gross:	78%

### SGA Career Track

#### New Markets Opening & Expanding

There is a growing need for ambitious leaders.

AIL/NILICO is looking for MGAs and GAs wanting to pursue the SGA Career Track. If you are interested, speak to your SGA, then send an e-mail to:

[futuresga@aillife.com](mailto:futuresga@aillife.com)

### Congratulations are in Order!

**Timothy Dawe**, an Agent with the Bob Olson Agency, achieved \$100,000 of 13-month in force premium.

**Benjamin Eggen**, an MGA with the Altig-Orlovic Agency, achieved \$100,000 of 13-month in force premium.

**Norman Lew**, an Agent with the Jatoft-Foti Agency, achieved \$100,000 of 13-month in force premium.

**Rickie Sasser**, an Agent with the Mark Hancock Agency, achieved \$100,000 of 13-month in force premium.

**Karen Stockwell**, an Agent with the Steve Hartman Agency, achieved \$100,000 of 13-month in force premium.

**Bianca Zaragoza**, a GA with the Steve Hartman Agency, achieved \$100,000 of 13-month in force premium.

### Congratulations, Max Quasem!



As noted below, Max Quasem has qualified for the Founder's Club for the tenth time. This is the first time in AIL/NILICO history that any Agent has qualified for ten consecutive periods. We congratulate Max for his monumental achievement and encourage him to keep up the record setting streak.

### Get Your Pictures to Us!

We are updating our photo files here at *Spotlight*, and we are looking for you to help! Have you been featured in the *Spotlight* recently, only to find the picture by your name was slightly outdated? If this is the case, please do not hesitate to send us a new one. Digital photos can be sent by e-mail to [dyannazzo@aillife.com](mailto:dyannazzo@aillife.com), and developed photographs can be mailed to the Home Office, attn: Danielle Yannazzo.

### Correction

In June's issue, the #10 spot on the Reinstatement Bonus should have been credited to Stephen Liberto.

## Founder's Club Outstanding Producers

May and June 2007

AGENT	SGA	TIMES QUALIFIED	TOTAL NET ALP	N/G ▲	RETENTION
Samantha Chui	Williams-Williams	3	\$66,292		77.0
Benham Halali	Jatoft-Foti	1	73,378		78.9
David Jackson	Tom Williams	5	45,964		91.7
Ed Olfert	Altig-Orlovic	1	54,806		78.8
Max Quasem	Cohen-Cohen	10	71,630		84.6
Steven Stensrud	Rick Altig	2	75,318		81.9
Robert Ulreich	Jatoft-Foti	7	65,622		85.5

▲ Percentage of Net to Gross



### American Income Life

For over half a century, American Income Life Insurance Company has been meeting union families' needs. We are a leader in the union insurance market, and are totally committed to meeting the needs of union members through personal one-on-one service and complete Home Office customer support. You can count on AIL to do what it says it will do.

**Home Office**  
254-761-6400

**Web Sites**  
[www.aillife.com](http://www.aillife.com)  
[www.nillife.com](http://www.nillife.com)

**Recruiting Support**  
[www.aillife.com/rms](http://www.aillife.com/rms)  
[www.aillife.com/recruiting](http://www.aillife.com/recruiting)

## SPOTLIGHT

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## Promotions

### Promoted to 52.5 Percent Supervising Agent

Deborah Anderson	Clinton Ellingsworth	Michael Jacobs	Rajiv Pankhania	Donald Snider
Leah Benassi	Brian Fernandez	Jason James	Lanelle Pennington	Mitchell Terry
Jaime Cervera	Tanya Glosser	Jonelle Jones	Christian Richards	George Tuttle
Jessica Chandler	Samuel Griffith	Kale Kaalekahi	Rashad Royster	Alan Weissen
Baldev Dabha	Gerald Hayes	Margarita Kagan	Atta Saleh	
Daniel Davidson	Patrick Hintz	Dionne Konteh	Angela Schmitz	
Rose Deacy	Evan Holzhauser	Jacob Mayer	Marvin Schoenherr	
Miranda Dellinger	Janee Irvin	Linda O'Donnell	Athar Sheikh	

### Promoted to 55 Percent Supervising Agent

Anthony Balsano	Lisandro Gonzalez	Roghie Hassanloo	Nelson Sprague	Jarrod Turner
Aaron Gebke	Alvin Hagens	Albert Lau	Lacey Stoor	Gevorg Yanukyan

### Promoted to 57.5 Percent General Agent

Alberto Alcalá	Kelly Brooks	Adam Lerch	Averyll West-Washington
Brian Blair	Kenneth Greer	Yvette Matos	
Donny Bowen	Christopher Jordan	Robert Michaels	
Shoshannah Brenner	Christopher Kirk	Beau Vastine	

### Promoted to 60 Percent General Agent

Marino Baca	Michael Dupree	Mathew Propst	Timothy vonKaay
Stephen Bendure	Flavio Mendes	Michael Sheets	

### Promoted to Master General Agent

Erickson Bencosme	Robert Gerdes	Cheryl McLean
Kim Burton	Daniel Hobson	Pablo Pirela
Richard Carter	Timothy Krueger	Michael Quirk

### Promoted to Regional General Agent

Rebecca Klebesch	Sabrina Lloyd	Anthony Mutter
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### Promoted to State General Agent

David Cardona	Scott Keeney	Soen Sheppard
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## Anniversaries

# Happy Anniversary!

## Thanks for all you do. Congratulations!

### 30 Years of Service

David Cohen

### 22 Years of Service

Lou Nell Busby

### 17 Years of Service

Tim Schroeder

### 14 Years of Service

Catherine Briggie  
David Jackson

### 13 Years of Service

Timothy Cruise

### 12 Years of Service

John DeRosier

### 11 Years of Service

James Bliefnick  
Charles Hill

### 10 Years of Service

Slav Bitman

### 8 Years of Service

Barbara Leader

### 7 Years of Service

Jason Dickson  
Roland Fletcher  
Byron Washington

### 6 Years of Service

Melanie Cohen  
Corey Friesen  
Denise Gilbert

### 6 Years of Service (cont.)

Peter Highberg  
Marc Rosen  
Christopher Stephens  
LaTonya Tucker

### 5 Years of Service

Jeffrey Ahrens  
Scott Mellgren  
Susanne Munro  
AJ O'Connor  
Stuart Paolino

### 4 Years of Service

David Ackerman  
Abdelhadi Badreddine  
Diane Carrion  
Avrom Gossack  
Danielle Holmes  
Joseph Moore  
Max Quasem  
Lawrence Turk  
Rodney Ward

### 3 Years of Service

Derek Birch  
David Boshard  
Denice Davidson  
Robert Gerdes  
Heather Hewitt  
Norman Lew  
Tony Motley  
Nathan Snider  
Beth Snow  
Thomas VanOsdol  
Nicholas Zangardi

### 2 Years of Service

Diego Arango-Puerta  
Roger Beals  
Marc-Andre Boudreau  
Matt Flores  
Adam Fogelman  
Janice Howard  
Raymond Lavrenz  
Michael Mandella  
Edwin Menzies  
Eric Miller  
Travis Moody  
Anthony Mutter  
William Myatt  
Patricia Newell  
Jesse Wise  
Antoinette Yellock

### 1 Year of Service

Marino Baca  
Christopher Belew  
Cassius Caron  
Adrian Collie  
Douglas Cote  
Rufat Djangirov  
Walter Durant  
Anita Facundo  
Christopher Fields  
Ricardo Garavito  
Steven Gresh  
Antonio Hill  
Katrice Hunt

### 1 Year of Service (cont.)

Aneela Husain  
Scott Kuhen  
Ireneus Law  
Jacob Lewis  
Patricio Mamaclay  
Elias Mendoza  
Martin Mock  
Matthew Mosier  
Kathleen Overman  
James Palmes  
Beverly Parmley  
Josh Pearson  
Susan Reagan  
Dan Reljin  
Ayiana Santana  
Angela Schmitz  
Ron Seigel  
Allan Shapiro  
Thomas Shuff  
Paul Smoley  
Natalie Soboleva  
Frank Soldo  
Derek Spencer  
Lori Underwood  
Linda Voss  
Beverly Warford  
Jerome Washington  
Christopher Williams  
Jennifer Wood  
Richard Young  
Marc Younger



# Individual Producers



1. Max Quasem  
Los Angeles, CA



2. Robert Ulreich  
Concord, CA



3. Charles Zwicker  
Brooklyn Park, MN



4. Karen Stockwell  
Phoenix, AZ



5. Patrick Blanchette  
Middletown, CT



6. Bianca Zaragoza  
Phoenix, AZ



7. Steven Stensrud  
Calgary, AB



8. David Popowitz  
Brooklyn Park, MN



9. Rickie Sasser  
Indianapolis, IN



10. Jay Schechter  
Flushing, NY

All Time Record to Beat  
Month: \$62,536 Net ALP Zachary Hart

## June Production

Name	Net ALP	NG <sup>▲</sup>	Rtn	MGA	SGA
1. Max Quasem	\$28,099		84.1	Earnest Loveless	Cohen-Cohen
2. Robert Ulreich	21,952		85.5	Steve Foti	Jatoft-Foti
3. Charles Zwicker	19,350	100		Rosalie Zwicker	Altig-Orlovic-Deley
4. Karen Stockwell	18,214		73.0	Megan Olson	Steve Hartman
5. Patrick Blanchette	18,078	83		Maxine Moody	David Zophin
6. Bianca Zaragoza	17,843		76.8	William Myatt	Steve Hartman
7. Steven Stensrud	17,648		83.1	Steven Stensrud	Rick Altig
8. David Popowitz	17,590	89		Jason Young	Altig-Orlovic-Deley
9. Rickie Sasser	17,111		70.0	Tod Brown	Mark Hancock
10. Jay Schechter	16,901	100		Philip Prata	Theodore Pappas
11. Roghie Hassanloo	16,492	100		Byron Paz	Josh Chalom
12. Pablo Garcia	16,123		72.5	Pablo Garcia	Altig-Orlovic
13. Ross Ewen	16,123		69.5		Steven Jakubczak
14. Helen Taylor	15,629		74.4	Harpreet Gujral	Altig-Orlovic
15. Pineula Fuimaono	15,605	100		Jeff Ribman	Steve Friedlander
16. Gregory Simcox	15,539	99		Kim Burton	Surace-Smith
17. Dustin Klingebiel	15,494	96		Brenden Stewart	Altig-Orlovic
18. Ruben Soberanes	15,473		71.1	Doreen Ryan-Foti	Jatoft-Foti
19. Benham Halali	15,418		79.6	Christopher Stevens	Jatoft-Foti
20. Lacia Knight	15,255	93			Carla Miller

▲ Percentage of Net to Gross

All Time Record to Beat  
YTD: \$278,449 Net ALP Zachary Hart

## YTD Production

Name	Net ALP	NG <sup>▲</sup>	Rtn	MGA	SGA
* 1. Max Quasem	\$124,537		84.1	Earnest Loveless	Cohen-Cohen
* 2. Steven Stensrud	99,984		83.1	Steven Stensrud	Rick Altig
* 3. Samantha Chui	98,217		77.0	Samantha Chui	Williams-Williams
* 4. Benham Halali	97,750		79.6	Christopher Stevens	Jatoft-Foti
* 5. Jose Lopes	94,257		72.2	Melanie Cohen	David Zophin
* 6. Robert Ulreich	88,688		85.5	Steven Foti	Jatoft-Foti
* 7. Helen Taylor	88,069		74.4	Harpreet Gujral	Altig-Orlovic
* 8. Ruben Soberanes	87,442		71.1	Doreen Ryan-Foti	Jatoft-Foti
* 9. Bianca Zaragoza	85,457		76.8	William Myatt	Steve Hartman
* 10. Timothy Cruise	82,339		72.2		Altig-Orlovic
11. Yvonne Hernandez	79,835		85.1		Cohen-Cohen
12. Karen Stockwell	78,770		73.0	Megan Olson	Steve Hartman
13. Daniel Potilechio	76,758		86.9	David Wang	Bob Olson
14. Scott Remmey	75,120		79.2		Eric Giglione
15. Rickie Sasser	73,284		70.0	Tod Brown	Mark Hancock
16. Danilo Gomez	71,700	81		Scott Rehberg	Mat Hart
17. Shoshannah Brenner	71,027	87		Alfred Brenner	Jatoft-Foti
18. Crystal Reeves	70,876		79.3	Megan Olson	Steve Hartman
19. Frank Jendusa	69,646		74.9	Robert Gerdes	Joe Manone
20. Edward Hanna	68,340		72.9	Edward Hanna	Tom Williams

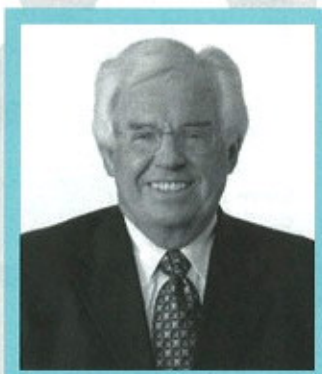
▲ Percentage of Net to Gross



# & American Income & National Income

Proudly Present

A New Labor Advisory Board Member



**Paul Thompson**

*International President  
United Transportation Union*

Paul C. Thompson was hired in 1959 as a locomotive fireman on the former Atchison, Topeka & Santa Fe Railway and soon was furloughed as a result of Arbitration Award 282 that eliminated firemen with fewer than 10 years of service. He subsequently faced a second layoff as a yardman with Kansas City Southern. With a family to support, Thompson learned the importance of job security and the role of a union.

In 1968, Thompson was promoted to engineer and elected president of *UTU Local 298*. In 1970, he was elected local chairperson and was a delegate to the 1971 *UTU* convention. "Many times I represented members without any reimbursement for lost time simply because my local couldn't afford the costs," Thompson said. After his enginemen's local was voluntarily consolidated with a trainmen's local, Thompson

continued as local chairperson and was elected a delegate to the 1975 and 1979 *UTU* conventions. He subsequently was elected general chairperson for engine service employees on Santa Fe lines between Chicago and El Paso.

In 1982, Thompson was selected by all rail labor organizations as chairperson of the Employees' Benefit Association Board of Directors and vice chairperson of Albuquerque and Topeka Memorial Hospital Board of Directors.

Thompson was elected a *UTU* International vice president in 1983 and general secretary and treasurer in 1999. He was elevated to assistant president in 2001, elected to the post in 2003, and elevated to *UTU* International president in March 2004.

In February 2006, Thompson was elected to the Executive Council of the AFL-CIO. He was the first *UTU* International President since Al Chesser to be elected to the council and, as a member, serves on the International Affairs, Legislative and Public Policy, and Political Education Committees of the AFL-CIO.

Thompson subscribes to the principle, "Yes, there will always be rough roadbeds ahead; but working together as one, they will never be impossible to travel."



## LDS: *Where AIL/NILICO's Leaders Go to Learn It All*

This June, American Income and National Income held the summer session of the Leadership Development School. Career-oriented individuals from agencies across the country made their way to Waco, Texas where they participated in three days of intense discussion and instruction on how to become a future, successful leader of AIL/NILICO.

LDS has always been a cannot-be-missed experience for those interested in developing their management career. The triannual event promises to be full of valuable information on how to lead and strengthen a successful agency.

In addition to informative speeches from directors at the Home Office, SGAs Bill Jennings, Steve

Hartman, Rick Altig, Mat Hart, and Ilija Orlovic also took the time to speak on topics ranging from recruiting and field training to raising ALP per agent and time management.

Winners from the September 2006 LDS Challenge Contest were invited to return to this session and receive their awards for exemplary performance. In the six months allowed for the contest, David Guzman of the Surace-Smith Agency achieved \$166,620 of Net ALP, and at June's session, he received his plaque and was asked to speak on his success.

The next LDS will be held in September. Speak with your SGA if you would like to attend.



ABOVE: Future leaders from across the country enjoy the chance to get to know their LDS classmates in a more social setting.

LEFT: Group snapshot of the June 2007 Leadership Development School attendees on the front steps of AIL/NILICO Home Office in Waco, Texas.



## Supervising Agents



1. Ryan Vopat  
Cleveland, OH



2. Lorenzo Lameko  
Auckland, NZ



3. Michael van Delft  
Halifax, NS

All Time Record to Beat  
Month: \$68,050 Net ALP **Mary Ann Gaelic**

### June Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
1. Ryan Vopat	\$34,569	\$37,266	86		Michael Vasu	Surace-Smith
2. Lorenzo Lameko	30,694	33,179	99		Jeff Ribman	Steve Friedlander
3. Michael van Delft	21,246	21,246	89		Harjeet Rana	Imran Satti
4. Walter Durant	19,971	28,754		74.9	Samuel Cohen	Fred Hadayia
5. Daniel Jones	19,462	33,160	90		Patrick Duray	Altig-Orlovic-Hay

All Time Record to Beat  
YTD: \$443,893 Net ALP **Mary Ann Gaelic**

### YTD Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
* 1. Ryan Vopat	\$95,314	\$141,985	86		Michael Vasu	Surace-Smith
2. Scott Fenton	89,237	137,478		76.6	Matthew Wolfanger	Durhon Oldham
3. Raymond Risucci	83,994	126,120		86.3	Dorian Oldham	Durhon Oldham
4. Walter Durant	75,439	111,779		74.9	Samuel Cohen	Fred Hadayia
5. Michael van Delft	72,146	107,644	89		Harjeet Rana	Imran Satti

Supervising Agent selection guidelines for recognition in the *Spotlight* are as follows: *Must have one First Year Agent coded and meet all production requirements.*

## General Agents



1. Brian Allt  
Halifax, NS



2. Mathew Mealey  
Toledo, OH



3. Tierra Bullock  
Raleigh, NC



4. David Kearns  
Toronto, ON



5. JoAnne Marks  
Columbia, SC

All Time Record to Beat  
Month: \$111,262 Net ALP **Eric Neal**

### June Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
1. Brian Allt	\$39,236	\$55,839	89		Harjeet Rana	Imran Satti
2. Mathew Mealey	33,792	37,223	89		Travis Moody	Surace-Smith
3. Tierra Bullock	29,055	33,331	91		James Bailey	Slav Bitman
4. David Kearns	28,460	30,453	98		Byron Paz	Josh Chalom
5. JoAnne Marks	26,827	34,721	82			Carla Miller
6. Bradley Ellison	23,813	41,055		72.3	Sonny Gurney	Paul Rumbuc
7. Kevin Citizen	21,729	17,190	78		Jeremy Welch	Slav Bitman
8. Brandon Braun	21,014	27,440		72.6	Rodney Ward	Paul Rumbuc
9. Richard Correa	20,981	25,574		81.0	Steve DiChiaro	Bill Jennings
10. Merridy DeVorce	17,689	22,433		71.3	William Myatt	Steve Hartman

All Time Record to Beat  
YTD: \$864,620 Net ALP

### YTD Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	MGA	SGA
* 1. Brian Allt	\$252,861	\$291,538	89		Harjeet Rana	Imran Satti
* 2. Bradley Weigand	161,165	183,436	79		David Guzman	Surace-Smith
* 3. Pamela Ladd	120,268	234,125		74.6	Dorian Oldham	Durhon Oldham
* 4. Michael Boyer	114,676	175,506		79.1	Rodney Ward	Paul Rumbuc
* 5. Richard Correa	102,800	149,122		81.5	Steve DiChiaro	Bill Jennings
6. Tierra Bullock	86,436	99,920	91		James Bailey	Slav Bitman
7. David Kinsella	80,758	92,449	83		Todd Engelson	Alt.-Orl.-Vene.
8. Brandon Braun	82,871	129,349		72.6	Rodney Ward	Paul Rumbuc
9. Laura McCurry	75,865	101,172		75.7	James Bailey	Slav Bitman
10. Mathew Mealey	72,066	105,454	89		Travis Moody	Surace-Smith

General Agent selection guidelines for recognition in the *Spotlight* are as follows: *Must have two First Year Agents coded and meet all production requirements.*



# Mediterranean cruise contest

*Congratulations to our contest winners!*

The individuals listed below are set to sail this August for a 8-day long cruise through the Mediterranean on the beautiful Norwegian Jewel cruise ship. These winners have met the contest requirements along with the company 4-month retention or net to gross requirements. So start packing your bags, and congratulations to you all!

Category	Name	% Net ALP Growth	% 1st Six Month STD	% of STD	% Average	
<b>SGAS</b>	1	Surace-Smith	104.45	90	123	105.93
	2	Altig-Orlovic	153.18	118	182	151.02
	5	Slav Bitman	148.07	129	100	125.84
	7 and 8	Barry Dillah		138	105	121.36

Name	Codes with \$1,000	YTD Net ALP	SGA
Jim Bianchi	73	\$751,215	Durhon Oldham

Name	Codes with \$1,000	YTD Net ALP	SGA
Harjeet Rana	24	\$361,665	Imran Satti
Jeff Ribman	23	271,652	Steve Friedlander
James Bailey	21	226,667	Slav Bitman

Name	Codes with \$1,000	YTD Net ALP	SGA
Brian Allt	11	\$142,008	Imran Satti
Richard Correa	12	79,694	Bill Jennings
Laura McCurry	9	64,070	Slav Bitman

Name	Codes with \$1,000	YTD Net ALP	SGA
Ryan Vopat	6	\$94,311	Surace-Smith

Name	YTD Net ALP	SGA
Max Quasem	\$124,537	Cohen-Cohen
Steven Stensrud	99,984	Altig-Orlovic
Samantha Chui	98,217	Williams-Williams
Benham Halali	97,750	Jatoft-Foti
Jose Lopes	94,257	David Zophin
Robert Ulreich	88,688	Jatoft-Foti
Helen Taylor	88,069	Altig-Orlovic
Ruben Soberanes	87,442	Jatoft-Foti
Bianca Zaragoza	85,457	Steve Hartman
Timothy Cruise	82,339	Altig-Orlovic



Slav Bitman



Barry Dillah



Jim Surace



Marcus Smith



Rick Altig



Ilija Orlovic

## SGAs



Jim Bianchi

## RGA



Harjeet Rana



Jeff Ribman



James Bailey

## MGAs



Brian Allt



Richard Correa



Laura McCurry

## GAS



Ryan Vopat

## SA



Max Quasem



Steven Stensrud



Samantha Chui



Benham Halali



Jose Lopes

## Personal Producers



Robert Ulreich



Helen Taylor



Ruben Soberanes



Bianca Zaragoza



Timothy Cruise

## PR Reps

PR Results will be based on July EOM numbers and announced in the August Issue of Spotlight.  
Contest Deadline for PR: July 31, 2007

For full contest guidelines, visit [www.aifl.com/Agency/Spotlight/maingtl.htm](http://www.aifl.com/Agency/Spotlight/maingtl.htm)

Class	Name	Cards/Groups	SGA
A	Mark Gagliardi	14,808 cards	Jatoft-Foti
B	Vivian Dwyer	7,611 cards	Alt.-Orl.-Hay/Bitman
C	Richard Case	48 groups	Surace-Smith



## Master General Agents



1. Jeff Ribman  
Auckland, NZ



2. Harjeet Rana  
Halifax, NS



3. Sabrina Lloyd  
Columbia, MD



4. Samuel Cohen  
Plymouth Mtg., PA



5. James Bailey  
Raleigh, NC

All Time Record to Beat  
Month: \$250,859 Net ALP **Jim Bianchi**

### June Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	SGA
1. Jeff Ribman	\$106,548	\$129,702		68.8	Steve Friedlander
2. Harjeet Rana	73,403	124,427		72.0	Imran Satti
3. Sabrina Lloyd	66,716	66,716	83		Barry Dillah
4. Samuel Cohen	49,706	110,610		69.3	Fred Hadayia
5. James Bailey	45,178	59,064		76.4	Slav Bitman
6. Sonny Gurney	43,303	77,946		70.7	Paul Rumbuc
7. Byron Paz	39,853	41,820		75.6	Josh Chalom
8. Randy Teyssier	39,640	46,951		69.5	Chris Hernandez
9. Jason Young	39,047	41,594		68.8	Altig-Orlovic-Deley
10. Rodney Ward	35,612	62,323		76.8	Paul Rumbuc

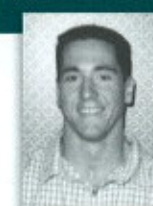
All Time Record to Beat  
YTD: \$2,168,283 Net ALP **Paul Rumbuc**

### YTD Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	SGA
* 1. Harjeet Rana	\$514,741	\$774,834		72.0	Imran Satti
* 2. Jeff Ribman	376,498	475,322		68.8	Steve Friedlander
* 3. Mitchell Duplantis	257,255	285,544		78.5	Marc Rosen
* 4. James Bailey	242,242	319,196		76.4	Slav Bitman
* 5. Rebecca Klebsch	223,344	326,738		78.1	Joe Manone
6. Rodney Ward	220,848	357,355		76.8	Paul Rumbuc
7. Sabrina Lloyd	207,830	239,903	83		Barry Dillah
8. Arthur Greene	180,387	272,107		68.2	Paul Rumbuc
9. Darren Miller	176,376	268,459	87		Joe Manone
10. James Palmes	175,731	214,590		71.5	T J Rowell

Master General Agent selection guidelines for recognition in the *Spotlight* are as follows: *Must have four First Year Agents coded and meet all production requirements.*

## Regional General Agents



1. Jim Bianchi  
Rochester, NY



2. Sonny Gurney  
Troy, MI



3. Joshua Goodman  
Denver, CO

All Time Record to Beat  
Month: \$470,822 Net ALP **Jim Bianchi**

### June Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	SGA
1. Jim Bianchi	\$121,022	\$327,542		75.9	Durhon Oldham
2. Sonny Gurney	96,533	258,566		70.4	Paul Rumbuc
3. Joshua Goodman	82,843	125,210		70.0	Bill Jennings
4. Harjeet Rana	73,491	145,865		72.3	Imran Satti
5. Sabrina Lloyd	69,464	78,570	84		Barry Dillah

All Time Record to Beat  
YTD: \$4,392,067 Net ALP **Jim Bianchi**

### YTD Production

Name	1st Six Mo. Agent	Net ALP	NG	Rtn	SGA
* 1. Jim Bianchi	\$1,203,458	\$2,610,978		75.9	Durhon Oldham
* 2. Sonny Gurney	609,958	1,451,219		70.4	Paul Rumbuc
3. Zachary Hart	548,255	620,355		70.0	Mat Hart
4. Harjeet Rana	544,487	959,182		72.3	Imran Satti
5. Joshua Goodman	502,766	868,134		70.0	Bill Jennings





FROM THE DESK OF:  
**Richard Meshulam**  
 Director of Quality Business

## Retention Pays

Who says that *quality* and *quantity* can never go together? Just ask the top ten producers for 2006 if retention pays. Their average retention rate was 80.96 percent.

Retention is a habit.

When you tie your shoes in the morning, do you think about it? Probably not, because it's second nature to you; it's a habit. Retention happens before, during, and after the sale. You worked very hard at setting the appointment and making the presentation. Would you allow that policy not to be issued by failing to answer all the questions on the application, not completing the oral specimen, or not working with AI Records to get the medical information from the doctors? Would you not place that rated or amended policy or have a policy cancelled by simply not returning a telephone call?

Every one of the top ten producers from 2006 said the same thing — consistency plays a major role in their success. What do they mean by consistency?

- Follow up on outstanding underwriting items.
- Work with the agency's conservation person making sure that if an exam is needed, an exam is scheduled.
- If an "Unable to Draft" or "40 Day Lapse Notice" is downloaded from CAS, contact the client immediately to see what can be done.
- When the advance report is received, they see what business has come off that week, look the policies up in CAS, and contact the clients immediately.
- They provide service to their policyholders. If a policyholder calls, the call is promptly returned, and they are committed to being there if an existing policyholder wants to see them.

There are several keys to your success when it comes to retention:

- When cementing the sale, explain exactly what will happen and what can happen during the underwriting process. The applicant may receive one or more phone calls from AIL/NILICO. We may ask for a nurse to come out and ask the medical questions again and either draw blood or request a urine specimen.
- Utilize the three part Summary Sheet (AG-2324) so that the policyholder has in writing exactly what they have applied for.

- Show the sample policy and explain what page three says. Show the applicant where they can find the total amount of insurance benefit along with the information on page three-A which explains their readjustment income and benefit period.
- Provide the applicant with the agency telephone number so that if necessary, the policyholder can reach you.

Each month you should review your AP&P report, paying close attention to the loss of business. If you have a higher than average percentage of loss, you should review where the losses are occurring. If necessary, formulate a plan to get the business back on the books since the business must be paid through the fourth month to have a positive effect on your four month retention. The target for maximum loss rates on your AP&P are as follows:

Declines	4%
Withdrawals	4%
Incompletes	1%
NTO's	2%
Cancel As of Issue	4%

If declines are too high, perhaps you are not asking the medical questions properly or reviewing the Field Underwriting Manual/Flash Sheet for auto declines. If Withdrawals are too high, there may be a case of overselling or not cementing the sale. If there is a high percentage of Incompletes, you may not be following up on medical information that is required to issue the policy. The same holds true for NTO's — are you following up on counter-offers made by the company?

As an agent for AIL/NILICO, you must take ownership of the policy you write just like any independent business owner takes pride in the product or service they sell. The more ownership you take in the sale, the higher your renewals will be. Unlike a car salesman who gets his or her commission only at the time of that sale, you receive renewals for each and every piece of business that stays on the books. Your advances and bonuses are predicated on the quality of your business whether you are judged on net to gross during your first eight months or on retention thereafter. In closing, the few extra minutes you spend in the applicant's home will pay dividends (in the form of renewals) for many years to come.

# \$Show Me the Money\$

## Retention Bonus\*

Qualifier	SGA	Amount
Max Quasem	Cohen-Cohen	\$5,830.70
Robert Ulreich	Jatof-Foti	\$4,390.58
Steven Stensrud	Rick Altig	\$3,928.73
Bianca Zaragoza	Steve Hartman	\$3,160.98
Karen Stockwell	Steve Hartman	\$3,096.43
Benham Halali	Jatof-Foti	\$2,929.57
Pablo Garcia	Altig-Orlovic	\$2,883.03
Samantha Chui	Williams-Williams	\$2,780.71
Ross Ewen	Steve Jakubczak	\$2,753.08
Rickie Sasser	Mark Hancock	\$2,737.90

Total Retention Bonus Paid: \$478,883.98  
 496 Producers Qualified

## PR Bonus\*

Qualifier	SGA	Amount
Sara Thraillille	Steve Greer	\$2,376.75
Manon Brulotte	Altig-Lyse	\$2,341.13
Laurie Onasch	Manone/Alt.-Orl.	\$2,198.27
Timothy Farr	Paul Rumbuc	\$1,989.00
Bennie Billie	David Zophin	\$1,834.40
Darrell Dorey	Imran Satti	\$1,460.50
J D Bedford	Chris Hernandez	\$1,266.50
Brenda DiSomma	Eric Giglione	\$1,141.25
Cynthia Layton	Geneser-Geneser	\$992.50
Denis St. Pierre	Altig-Lyse	\$908.88

Total PR Bonus Paid: \$34,691.79  
 99 PR Reps Qualified

## MGA Bonus\*

Qualifier	SGA	Amount
Jeff Ribman	Steve Friedlander	\$18,871.37
Harjeet Rana	Imran Satti	\$15,697.93
Sonny Gurney	Paul Rumbuc	\$8,086.91
James Bailey	Slav Bitman	\$7,905.06
Rodney Ward	Paul Rumbuc	\$7,351.28
Scott Rehberg	Mat Hart	\$6,987.86
Alex Gonzales	Jatof-Foti	\$6,474.68
Sabrina Lloyd	Barry Dillah	\$6,393.60
Byron Paz	Josh Chalom	\$5,981.94
Susan Schreiber	Steve Greer	\$5,901.34

Total MGA Bonus Paid: \$253,138.30  
 98 Managers Qualified

## BR Bonus\*

Qualifier	SGA	Amount
Lorenzo Lameko	Steve Friedlander	\$4,317.81
George Noujaim	David Zophin	\$3,776.26
Samuel Lasala	Geneser-Geneser	\$3,538.37
Alex Gonzales	Jatof-Foti	\$3,216.20
Jason Young	Alt.-Orl.-Deley	\$3,127.25
Brian Allt	Imran Satti	\$3,122.99
Randy Teyssier	Chris Hernandez	\$2,940.30
David Kearns	Josh Chalom	\$2,923.32
Scott Rehberg	Mat Hart	\$2,705.31
London Burnett	Surace-Smith	\$2,516.98

Total BR Bonus Paid: \$178,904.78  
 200 Managers Qualified

## Reinstatement Bonus\*

Qualifier	SGA	Amount
Sami Mogannam	Jatof-Foti	\$1,844.43
Steve Liberto	Eric Giglione	\$1,100.78
Yvonne Hernandez	Cohen-Cohen	\$959.90
John Bulecza	Matt Henderson	\$897.64
Mark Hartelius	Bob Olson	\$889.35
Hank Gordon	Bob Olson	\$596.26
Julie Wells	Chris Hernandez	\$596.09
Balvino Cardoza	Cohen-Cohen	\$529.11
Lorena Barriere	Cohen-Cohen	\$466.38
Roger Melton	James Logan	\$465.78

Total Reinstatement Bonus Paid: \$16,552.62  
 58 Producers Qualified

\* Only the top ten qualifiers in each bonus category are shown. A full list of bonus qualifiers is provided on the inserts accompanying this magazine.



## JUNE CATEGORY I

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Surace-Smith		69.8	\$221,605	\$191,000	116	\$434,344

## JUNE CATEGORY III

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Steve Friedlander		75.1	\$114,998	\$93,600	123	\$175,931

## JUNE CATEGORY IV

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Josh Chalom		72.6	\$81,794	\$80,000	102	\$161,823

## JUNE CATEGORY V

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Slav Bitman		69.9	\$83,670	\$65,000	129	\$123,970
John Akers		75.1	\$2,561	\$2,000	101	\$68,901

## JUNE CATEGORY VI

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Donald Orban	88		\$43,510	\$32,500	134	\$48,218

## JUNE CATEGORY VIII

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Barry Dillah	82		\$72,200	\$33,300	217	\$77,181
Chris Hernandez	94		\$79,607	\$62,150	128	\$96,852
Scott Latta	91		\$36,426	\$33,300	109	\$36,426
Carla Miller	82		\$38,619	\$36,000	107	\$62,221

## YTD CATEGORY I

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Surace-Smith		69.8	\$1,018,719	\$1,131,900	90	\$2,119,584

## YTD CATEGORY V

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Slav Bitman		69.9	\$504,850	\$390,000	129	\$738,721

## YTD CATEGORY VI

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Mark Gorman	86		\$131,381	\$128,000	103	\$182,344

## YTD CATEGORY VII

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Marc Rosen		75.8	\$432,504	\$300,300	144	\$525,761

## YTD CATEGORY VIII

NAME	NG	RTN	1st Six Mo. NET	Standard	% of Standard	NET ALP
Barry Dillah	82		\$230,939	\$167,400	138	\$311,847
Carla Miller	82		\$107,649	\$86,400	125	\$194,525
Chris Hernandez	94		\$166,240	\$155,375	107	\$266,740



## PR Manager



Debbie Enstedt  
Winnipeg, MB

## Category A:



Malka Arony  
Phoenix, AZ



Shannon Walker  
Hillsboro, OR

## Category B:



Laurie Onasch  
Menomonee Falls, WI



Sara Thrailkille  
Houston, TX

## Category C:



Susan Fuldauer  
Indianapolis, IN



William Slocum  
Harrisburg, PA

## June Production

PR Manager	No. Cards	SGA
1. Debbie Enstedt	10,149	Altig-Orlovic
2. Malka Arony	4,749	HO LA/Hartman
3. Charles Hill	4,058	Jatoft-Foti

### All Time PR Card Production Record

Month: 18,960 cards

Category A	No. Cards	SGA
1. Malka Arony	2,169	HO LA/Hartman
2. Shannon Walker	1,915	Altig-Orlovic
3. Larry Lozano	1,517	Jatoft-Foti
4. Charles Hill	1,451	Jatoft-Foti
5. Timothy Farr	1,319	Paul Rumbuc

Category B	No. Cards	SGA
1. Laurie Onasch	2,619	Manone/Alt.-Orl.
2. Sara Thrailkille	2,427	Steve Greer
3. Al Wall	1,918	Josh Chalom
4. Manon Brulotte	1,609	Alt.-Orl.-Lyse
5. John Keliher	1,518	HO Georgia

### All Time PR Group Production Record

Month: 55 groups Vivian Dwyer

Category C	Groups	SGA
1. Susan Fuldauer	7	Mark Hancock
2. William Slocum	6	Durhon Oldham
3. Brett Hulme	6	HO Georgia
4. Erin McKee	5	James Logan
5. Jerry Hartnett	5	Surace-Smith

## YTD Production

PR Manager	No. Cards	SGA
*1. Debbie Enstedt	72,858	Altig-Orlovic
*2. Malka Arony	39,649	HO LA/Hartman
3. Charles Hill	32,899	Jatoft-Foti

### All Time PR Card Production Record

YTD: 61,879 cards Denise Bowyer

Category A	No. Cards	SGA
*1. Malka Arony	16,665	HO LA/Hartman
*2. Mark Gagliardi	14,808	Jatoft-Foti
3. Renee Flannery	12,743	Surace-Smith
4. Larry Lozano	12,096	Jatoft-Foti
5. Timothy Farr	11,259	Paul Rumbuc

Category B	No. Cards	SGA
*1. Robin Andrade	11,325	HO MA
*2. Laurie Onasch	9,956	Manone/Alt.-Orl.
3. Paul Winslow	9,334	HO St. Louis
4. Al Wall	8,439	Josh Chalom
5. Vivian Dwyer	7,611	Alt.-Orl.-Hay/Bitman

### All Time PR Group Production Record

YTD: 136 groups Kenneth Altizer

Category C	Groups	SGA
*1. Richard Case	49	Surace-Smith
*2. Kenneth Altizer	38	Marc Morton
3. Susan Fuldauer	35	Mark Hancock
4. Jerry Hartnett	34	Surace-Smith
5. John Wagner	26	Steve Jakubczak

Category A = SGA categories one and two. Category B = SGA categories three, four, five, six, seven, and eight. Category C = Top number of group credits signed from all SGA categories. Public Relations Manager selection guidelines for recognition in the *Spotlight* are as follows: *Must have two PR Representatives coded and meet all production requirements.* Also, please note, the number of leads will be used to break a tie in Category C.



## MONETARY DONATIONS

### American Income & National Income

- Donated \$25,000 to *Campaign for America's Future*.
- Contributed \$4,000 to the *Graphic Communication Conference* for an ad in the *Graphic Communicator*.
- Presented \$20,000 to the *Southwest Voters Registration Education Project* for the *Latino Vote 2007 Banquet*.
- Gave \$5,000 to the *Texas AFL-CIO Scholarship Fund*.
- Donated \$5,000 to the *Economic Policy Institute*.
- Presented \$25,000 to the *Texas Democracy Foundation* in support of B's Birthday Bash.
- Gave \$5,000 to *Jobs with Justice* for the next *Jobs with Justice National Conference*.
- Donated \$5,000 to the *NAACP*.
- Gave \$3,500 to *The Newspaper Guild Freedom Award Fund*.

### The Altig-Orlovic Agency

- Donated \$500 to *Conseil régional de la FTQ du Montréal métropolitain* for the 2007 Montreal Labour Council.
- Contributed \$500 to the *Vox Solidaires FTQ* for the *10th Anniversary of the Federation of Labour Choir*.
- Gave \$500 to the *Montana AFL-CIO* for the state convention.
- Presented \$700 to the *Idaho AFL-CIO* for the annual state convention.
- Contributed \$1,000 to the *North Dakota AFL-CIO* for a scholarship to the Rocky Mountain Labor College.
- Donated \$500 to the *Ontario Primary Forestry Council* for their annual conference.
- Gave \$500 to *Labor Education and Research* for a scholarship.
- Donated \$947.90 to *IBEW 77* for their Spring Unit Conference.
- Presented \$1,400 to the *Canadian Postmasters and Assistants Association* for their triennial convention.
- Contributed \$1,600 to *TUAC 500* for their annual golf tournament.
- Presented \$500 to *MGEU* for the *MGEU Osbourne House Annual Golf Tournament*.
- Gave \$500 to *Winnipeg Labour Council* for the *WLC Mayworks Picnic*.
- Donated \$500 to *LAM Local 282* for *Run for the Dogs*.
- Contributed \$500 to *Carpenters Local 112* for their scholarship golf tournament.

### The Mark Hancock Agency

- Contributed \$400 to the *Central Indiana Labor Council* for the *United Way of Central Indiana Annual Golf Tournament*.

### The Jatoft-Foti Agency

- Gave \$300 to the *23rd Annual Teamsters Assistance Program*.
- Donated \$250 to the *San Joaquin & Calaveras Counties' Central Labor Council* for their golf tournament.
- Gave \$162.36 to the *East Bay Chapter* for an auction prize.
- Contributed \$140 to the *Central California USBC Association* for a book ad.
- Donated \$64.93 to the *Central Valley Teamsters* for a picnic raffle prize.
- Gave \$149.30 to *SEIU 1021* for their local meeting.
- Presented \$1,050 to the *San Mateo CLC* for the *28th Annual COPE Banquet*.
- Contributed \$553.69 to the *Sequoia Chapter* for their meeting and golf tournament.
- Donated \$100 to *APWU Local 66* for a golf tournament hole sponsorship.
- Gave \$285 to the *UA Shoot* for a raffle prize.
- Presented \$204.93 to the *Mount Diablo Chapter* for their chapter meeting and dinner.
- Contributed \$100 to *LIUNA 270* for a booth and raffle prize at their picnic.

### The Surace-Smith Agency

- Gave \$250 to the *United Labor Agency* for their annual golf outing.
- Donated \$325 to the *Lorain County 13th Annual Labor Day Family Celebration*.
- Presented \$300 to *IBT Local 24* for their *44th Annual Golf Tournament*.
- Gave \$50 to *UAW 1050* for their *30th Annual Family Picnic*.
- Presented \$100 to *IBT Local 52* for the *Dennis Vadini Golf Classic*.
- Donated \$100 to the *United Way of Richland County* for their golf tournament.
- Contributed \$200 to *Cleveland Jobs with Justice* for their *10th Annual Spring Celebration*.
- Gave \$250 to the *Tri-County Regional Labor Council* *Reverse Raffle*.

**Total \$112,983.11**

Submit your contributions monthly via e-mail to [dyannazzo@ailife.com](mailto:dyannazzo@ailife.com).



FROM THE DESK OF:

**Joe Gordian**

*National Recruiting Director*

## The ABCs of Recruiting

It is both my honor and privilege to have this opportunity to speak to all of you regarding a subject that is close to my heart: recruiting. Recruiting is a critical source for the future success of our company. Production, retention, growth — all of the key success measures of our business do not occur without a robust and dynamic recruiting effort. That is why I have titled this article “The ABC’s of Recruiting”.

When we started learning in grade school, we began with our ABCs. They served as the building blocks to our ability to read, write, develop language skills, and ultimately pursue a variety of endeavors that manifest satisfaction and personal achievement.

In our industry, as is the case with many industries, it all starts with recruiting. Recruiting is the building block upon which all of our other key functions are built. We serve our clients with individuals whom we recruit. We cannot grow as a company without recruiting; we cannot serve working families without recruiting. Recruiting and the manner in which we conduct it will continue to define who we are as a company.

Now, those of you who have a background in sales know that the ABC’s of sales are defined as: “Always Be Closing!” That is the mantra upon which thousands of sales organizations are built.

I want to slightly adjust that slogan to fit the needs of our organization and remind all members of our team whether you are managers, directors, state directors, or

any member of the AIL/NILICO team that we must “Always Be Recruiting!”

Recruiting is the foundation of our success and as we build that foundation strong, it will be reflected throughout our company. Therefore, never hesitate to take an opportunity to attract an individual who you believe would be an asset to our company. Our future is tied together and we must always think in terms of what is best for the organization that unites us.

Over the next several months, the National Recruiting Team will be rolling out several new initiatives designed for us to attract and retain the best talent possible. These initiatives are all designed to grow our company in all of the key areas through which we define success.

However, I want to emphasize that every single one of you is a member of the AIL/NILICO recruiting team! I will always be here to listen, learn, and act on ideas and recommendations that come from each of you. Never hesitate to contact me or share ideas that you believe will make a difference.

Our goal is to build the best organization possible; one in which we all share. We all have a role to play! Before I close, I want to thank all of you who contribute to our overall success as an organization on a daily basis.

I want to remind all of you as your first grade teacher probably did years ago: “Never forget your ABC’s...” and “Always Be Recruiting!”





**The meeting's at 9am sharp.**



**Don't forget the sunblock.**



**Puerto Rico — Get on Island Time.**



2008 Convention: May 15-18, 2008

For complete Convention Qualifications. go to [www.allife.com/agency/spotlight/maingtl.htm](http://www.allife.com/agency/spotlight/maingtl.htm)



## Public Relations Bonus

Sara Thrailkille	\$2,376.75
Manon Brulotte	\$2,341.13
Laurie Onasch	\$2,198.27
Timothy Farr	\$1,989.00
Bennie Billie	\$1,834.40
Darrell Dorey	\$1,460.50
J D Bedford	\$1,266.50
Brenda DiSomma	\$1,141.25
Cynthia Layton	\$992.50
Denis St. Pierre	\$908.88
Malka Arony	\$897.58
Mark Gagliardi	\$879.89
Al Wall	\$865.71
Larry Lozano	\$754.64
Kathleen Loughran	\$733.63
Vivian Dwyer	\$624.00
Paul Winslow	\$621.00
Renee Flannery	\$612.00
Jorge Ramirez	\$586.50
Nathan Cook	\$582.00
Brett Hulme	\$543.00
Richard Case	\$533.50
Alexis Mathis	\$527.60
Robin Andrade	\$494.00
Rona Pileggi Spano	\$477.84
Alina Latinsky	\$388.50
Susan Fuldauer	\$382.00
Jenny Williams	\$379.50
Jacqueline deVooght	\$365.50
Charles Hill	\$360.64
James Clark	\$322.50
Brett Neal	\$274.19
John Wagner	\$246.50
Shannon Walker	\$244.50
Kenneth Altizer	\$233.00
Jerry Hartnett	\$226.50
Glen Morrison	\$216.00
Daryl Barnett	\$210.75
Irene Rurycz	\$209.00
Susan Pate	\$201.00
Barbara Knight	\$201.00
Randy Stockley	\$199.50
George Farenthold	\$196.80
Catherine Briggie	\$184.50
Linda Melton	\$184.50
Brenda Stipanovich	\$181.51
Erin McKee	\$179.50
Mary Hinterberger	\$177.75
Sandra Johnson	\$176.00
Donald Spohn	\$164.50
Krissa Hensley	\$153.00
Rachelle Valdez	\$150.00

William Slocum	\$140.50
David Blaisdell	\$127.50
Bill Verbeten	\$127.50
Richard Suarato	\$121.88
Jennifer Cherwynd	\$112.50
Mario Soljan	\$109.50
Becky Cutler	\$109.50
William Bell	\$100.00
Casandra Robinson	\$89.00
Elizabeth Farm	\$84.00
Heather Cowdrey-Murch	\$81.00
Amelia Nanez-Gonzales	\$67.50
Deborah French-Gorman	\$56.00
John Cozakas	\$55.50
Anna Zakharova	\$54.50
Marilyn Kohlhasse	\$51.00
Kelly Bittle	\$50.00
Susan Reagan	\$45.00
Timothy Gray	\$42.00
Michelle Baxter	\$39.00
Steven Orcherton	\$39.00
Myrna Lyle	\$36.00
Holly DiChiaro	\$34.50
Janice Howard	\$34.00
Stephanie Miller	\$30.00
Nadine Boudreault	\$28.50
Frances Christie	\$25.50
Erica Dalager	\$23.51
Carrie Ho	\$22.50
Leo VanDenBussche	\$22.50
Cary Stidham	\$16.50

JANUARY  
 FEBRUARY  
 MARCH  
 APRIL  
 MAY  
 JUNE  
 JULY  
 AUGUST  
 SEPTEMBER  
 OCTOBER  
 NOVEMBER  
 DECEMBER

**Total**  
**\$34,691.79**



# MGA Bonus

## June Bonus Qualifiers

Jeff Ribman	\$18,871.37	Matthew Melhorn	\$2,243.08	Raphael Bouchereau	\$897.36
Harjeet Rana	\$15,697.93	Jim Read	\$2,196.65	Volodymyr Derevyanyy	\$809.98
Sonny Gurney	\$8,086.91	Michael Quirk	\$2,196.43	James Larkin	\$774.79
James Bailey	\$7,905.06	Marissa Pascual	\$2,170.60	Jeffrey Lozowski	\$735.79
Rodney Ward	\$7,351.28	DeMario Cooper	\$2,145.74	Matthew Wolfanger	\$731.92
Scott Rehberg	\$6,987.86	Michael O'Rourke	\$2,112.55	Matthew Gonzales	\$713.64
Alex Gonzales	\$6,474.68	Robert Shafer	\$2,050.59	David Iriye	\$709.54
Sabrina Lloyd	\$6,393.60	John McCreary	\$2,045.40	Karl Schuckert	\$705.61
Byron Paz	\$5,981.94	Brett Gryska	\$2,038.35	Erik Graham	\$697.52
Susan Schreiber	\$5,901.34	Matthew Laughter	\$1,994.94	Samantha Chui	\$666.56
Randy Teyssier	\$5,874.42	Dorian Oldham	\$1,978.08	Emmanuel Villasenor	\$662.26
David Solomonov	\$5,415.09	Daven Hermosura	\$1,978.00	Hyungjun Kae	\$660.80
Samuel Cohen	\$5,261.38	Steven Engrav	\$1,972.86	Doreen Ryan-Foti	\$543.68
Cheryl Foti	\$4,718.00	Lily Tchen	\$1,969.70	John Franklin	\$524.34
Rebecca Klebsch	\$4,193.64	Randolph Souliers	\$1,855.86	Ronald Imhof	\$466.22
Nicholas Zangardi	\$4,122.09	Corey Neff	\$1,836.15	Arthur Greene	\$445.31
Mitchell Duplantis	\$4,112.21	Stefanos Lebrasseur	\$1,821.82	Pablo Garcia	\$441.07
Jason Young	\$3,899.31	Mark Bleier	\$1,759.86	Jesse Zwack	\$434.66
Alfred Brenner	\$3,836.95	Darren Miller	\$1,718.16	John Hancock	\$433.11
Tiffany Roland	\$3,707.06	Francisco Perez	\$1,636.22	Desi Dimitrova	\$421.68
Kirk Kupsky	\$3,596.58	Tim Clark	\$1,509.22	John West	\$346.99
David Wang	\$3,421.31	Sorana Blackfoot	\$1,452.82	Eric Miller	\$315.84
Michael Mandella	\$3,386.93	Travis Price	\$1,422.02	Wayne Fader	\$309.58
Earnest Loveless	\$3,361.73	Robert Dunn	\$1,388.06	Darin Hershfeldt	\$180.17
Kim Burton	\$3,335.31	Jason Dickson	\$1,363.87	Richard Barbour	\$111.47
Joanne Marks	\$2,860.38	Joseph Szygiel	\$1,316.99		
Philip Prata	\$2,834.90	Rory Crockford	\$1,125.93		
Nadia King	\$2,827.64	Godley Varghese	\$1,103.40		
Steven DiChiaro	\$2,708.94	Anthony Mutter	\$1,076.68		
Edward Hanna	\$2,653.96	Melanie Cohen	\$1,054.67		
David Melcher	\$2,605.68	Grant Sharp	\$1,037.53		
Tim Mcadams	\$2,574.44	John Collins	\$1,012.37		
Tony Motley	\$2,486.95	Megan Olson	\$947.89		
Joshua Riehl	\$2,472.67	Lawrence Hauck	\$930.80		
Curt Snow	\$2,413.19	Steven Edgell	\$926.28		
Richard Refano	\$2,267.48	Rick Mansfield	\$922.96		

**Total**     **\$253,138.30**



# BR Bonus

## June Bonus Qualifiers

Qualifier	Bonus
Lorenzo Lameko	\$4,317.81
George Noujaim	\$3,776.26
Samuel Lasala	\$3,538.37
Alex Gonzales	\$3,216.20
Jason Young	\$3,127.25
Brian Allt	\$3,122.99
Randy Teyssier	\$2,940.30
David Kearns	\$2,923.32
Scott Rehberg	\$2,705.31
London Burnett	\$2,516.98
Rosalie Zwicker	\$2,515.63
Michael Zorn	\$2,432.96
Taina Lameko	\$2,416.96
Michael van Delft	\$2,306.87
Patrick Duray	\$2,239.34
Sabrina Lloyd	\$2,209.90
David Garbarskiy	\$2,197.21
Michael Broker	\$2,118.67
Daven Hermosura	\$2,096.90
Daniel Jones	\$2,062.78
Sonny Gurney	\$2,015.98
Brenden Stewart	\$2,014.32
Pauline Ruff	\$1,983.20
Jeff Ribman	\$1,927.04
Kirk Kupsy	\$1,891.73
Alex Grakhov	\$1,809.43
Corey Neff	\$1,778.54
Joseph Szygiel	\$1,711.69
Walter Durant	\$1,704.38
Susan Schreiber	\$1,703.29
Diego Arangopuerta	\$1,689.13
Kory Holler	\$1,685.62
Brandon Braun	\$1,656.88
Sergey Sagan	\$1,599.80
Kalisi Okeeffe	\$1,552.51
Dianne Faligowski	\$1,523.58
Cheryl Foti	\$1,516.54
Democratis Pashalidis	\$1,470.21
Olivia Godoy	\$1,435.23
Lita Lameko	\$1,424.75
Delanda Milner	\$1,405.77
Darren Miller	\$1,375.09
Katherine Georgiou	\$1,342.75
Diane Carrion	\$1,322.13
Lee Jeffers	\$1,314.19
Michael Mandella	\$1,281.81
Michael O'Rourke	\$1,256.48
Jason Dickson	\$1,251.70
Jose Lopes	\$1,250.27
Jim Read	\$1,243.35
Matt Flores	\$1,231.24
Michael Boyer	\$1,225.49
Christopher Clark	\$1,217.69
James Allen	\$1,214.58

Qualifier	Bonus
Michael Libassi	\$1,204.36
Sidney Hodgskiss	\$1,167.96
Alfred Brenner	\$1,143.08
Ryan Vopat	\$1,142.89
Bradley Ellison	\$1,114.72
Tracy Haden	\$1,109.67
Grant Sharp	\$1,103.16
Natalie Linker	\$1,096.93
Lacey Stoor	\$1,082.48
Cassius Caron	\$1,058.65
Mathew Mealey	\$1,057.98
Matthew Gonzales	\$1,046.67
Tierra Bullock	\$1,045.76
Karl Schuckert	\$1,034.89
Michael Quirk	\$1,030.80
David Farraway	\$1,015.86
Stefan Johannsson	\$1,014.06
Michael Kaye	\$995.27
Hector Dessis	\$911.66
Lily Tchen	\$911.44
Theodore Greer	\$897.70
Shaun McDonald	\$892.13
Matthew Laughter	\$887.88
Alex Kae	\$881.06
Tiffany Roland	\$875.03
Richard Walsh	\$872.40
Stefanos LeBrasseur	\$841.37
John Collins	\$836.58
Robert Hamilton	\$831.61
Javier Lodico	\$828.34
Michel Dickey	\$822.02
Herbert Adams	\$807.19
Mark Bleier	\$799.59
Matt Pflueger	\$705.08
David Brister	\$683.82
Phillip Humbel	\$663.54
Scott Fenton	\$649.92
Justin Holloway	\$638.43
Randolph Souliers	\$636.33
Brett Barnes	\$630.44
Anita Facundo	\$630.07
Rebecca Dillon	\$627.99
David Solomonov	\$627.36
John McGrath	\$611.46
Mark McClatchey	\$598.82
William Myatt	\$596.57
Matthew Davison	\$596.34
Marino Baca	\$593.93
James Brenneis	\$591.13
Eric Labossiere	\$585.37
Melissa Losk	\$585.03
Ryan Sweet	\$583.21
Daniel Orr	\$578.89
Rebecca Rushnok	\$576.76

Qualifier	Bonus
Steven Edgell	\$573.72
Troy Plummer	\$573.69
Kouame Yoboue	\$569.68
Kathryn Chaisson	\$566.04
Mark Corkrean	\$549.98
Sung Kim	\$545.41
David Melcher	\$494.45
LaTonya Tucker	\$474.64
Tammy Schroeder	\$454.36
Lloyd Sorrell	\$443.36
Travis Price	\$433.91
David Wang	\$419.70
John Franklin	\$419.47
Jared Andrews	\$417.05
James Bailey	\$415.55
Edward Hanna	\$404.50
Kim Burton	\$401.77
Samuel Cohen	\$400.86
Elaina Bosco	\$394.39
Ronald Rivera	\$394.10
Kevin Citizen	\$391.04
Gabriel Santos	\$351.05
Beth Snow	\$349.58
Steven Strong	\$339.54
Matthew Lukesh	\$323.48
Dennis Titcombe	\$316.79
Cathy Thompson	\$314.22
Russell Chang	\$313.62
Ron Seigel	\$313.07
Renee Jeffries	\$312.78
Lawrence Hauck	\$311.71
Ronald Imhof	\$310.81
Glyn Hurst	\$309.66
Tony Motley	\$305.66
Robert Michaels	\$304.43
Brett Gryska	\$303.34
Matthew Bruno	\$300.23
Patricia Lee	\$296.35
Samantha Chui	\$296.09
Rajiv Pankhania	\$294.62
Pablo Garcia	\$294.04
Shalin Patel	\$293.83
Laura McCurry	\$292.90
Jesse Zwack	\$289.77
Adrian Jefferson	\$288.74
Ernest Loveless	\$286.69
Desi Dimitrova	\$281.12
Glenn VanDeSande	\$278.65
Chad Neff	\$269.46
Nicholas Engrav	\$267.62
Jeffery Thiel	\$267.01
Nadia King	\$266.85
Susan Johnston	\$263.97
Lisa Roemer	\$263.44

Qualifier	Bonus
Alan Silverman	\$257.30
Hovhannes Termartirosian	\$255.89
Orett Nelson	\$254.68
Raymond Risucci	\$251.81
Andrea Yee	\$250.46
Albert Lau	\$198.97
Jeffrey Lozowski	\$196.21
David Romfoe	\$193.08
Josh Killian	\$192.17
Federico Watkins	\$191.44
Andres Diaz	\$188.21
Rodney Ward	\$187.15
Erik Graham	\$186.00
William Rose	\$185.06
Tasha Tucker	\$183.16
John McCreary	\$181.40
Michael Bromberg	\$181.16
Devin Phillips	\$180.89
Jason Taylor	\$180.85
Ricardo Garavito	\$180.72
Tim McAdams	\$178.68
Emmanuel Villasenor	\$176.60
Michael Nelson	\$176.31
Mary Attie	\$176.02
DeJuan Weatherall	\$173.62
Christopher Stephens	\$173.19
Kristy Mamula	\$173.16
Joseph Coarsey	\$171.54
Maxine Moody	\$170.22
Eric Miller	\$168.45
Susan Bergh	\$167.91
Cynthia Wilhelmi	\$166.57
Levar Morgan	\$165.29
Arjai Jackson	\$165.13
Wayne Fader	\$165.11
Byron Paz	\$164.47
Christopher Wakefield	\$163.52
Alisha Kluttz	\$163.51

**Total Bonuses Paid Out**  
**\$178,904.78**



# Reinstatement Bonus

## June Bonus Qualifiers

Sami Mogannam	\$1,844.43	David Ackerman	\$153.38
Steve Liberto	\$1,100.78	Ross Ewen	\$139.06
Yvonne Hernandez	\$959.90	Charles Tang	\$137.24
John Bulecza	\$897.64	David Garrett	\$128.73
Mark Hartelius	\$889.35	Kilani Bedis	\$123.57
Hank Gordon	\$596.26	Karen Stockwell	\$121.06
Julie Wells	\$596.09	Matt Pflueger	\$118.51
Balvino Cardoza	\$529.11	Harjeet Rana	\$104.43
Lorena Barriere	\$466.38	Wanda Darden	\$104.01
Roger Melton	\$465.78	Tracey Phinnex	\$95.90
Timothy Dawe	\$461.20	Lisa Roemer	\$93.00
Arthur Westergren	\$447.41	Nestor Aramayo	\$91.02
James Larkin	\$436.05	Alan Lehmann	\$91.00
Fred Primm	\$426.00	Mario Payne	\$85.13
Tamara Hawes	\$374.91	Jaime Cervera	\$82.47
John Elgert	\$370.45	Max Quasem	\$75.84
Gordon Mooc	\$364.01	Ronald Marx	\$70.23
Dave Jackson	\$299.08	Paula Rosa	\$61.32
Alejandra Perez	\$288.99	Sharon Nigota	\$61.15
Lindsay Bennett	\$277.33	Earnest Loveless	\$55.02
Athar Sheikh	\$255.75	Adam Herman	\$54.44
Trisha Murphy	\$255.30	Mark Corkrean	\$39.00
Tiffany Roland	\$203.59	Matthew Sommers	\$39.00
Jason Taylor	\$195.00	Evan Holzhauer	\$30.00
Bruce Goudy	\$179.63	Marco Chow	\$30.00
Shelly Mayhew	\$177.75	Maryna Danielian	\$30.00
Daniel Burnell	\$175.01		
Lacey Stoor	\$172.02		
Katherine Fallon	\$167.28		
Avrom Gossack	\$156.24		
John Collins	\$155.96		
Pamela Vasilik	\$153.50		

**Total**     **\$16,552.62**



# Retention Bonus

QUALIFIER	BONUS*
Max Quasem	\$5,830.70
Robert Ulreich	\$4,390.58
Steven Stensrud	\$3,928.73
Bianca Zaragoza	\$3,160.98
Karen Stockwell	\$3,096.43
Benham Halali	\$2,929.57
Pablo Garcia	\$2,883.03
Samantha Chui	\$2,780.71
Ross Ewen	\$2,753.08
Rickie Sasser	\$2,737.90
Scott Remmey	\$2,658.30
Helen Taylor	\$2,656.98
Ed Offert	\$2,639.17
Freida Yakubov	\$2,595.28
Crystal Reeves	\$2,542.56
Nadia King	\$2,521.81
Charles Zwicker	\$2,515.63
Daniel Potilechio	\$2,500.80
Ruben Soberanes	\$2,475.76
David Boshard	\$2,389.78
Timothy Cruise	\$2,364.46
Patrick Blanchette	\$2,350.22
Herivelto Pereira	\$2,332.69
Roghie Hassanloo	\$2,316.90
Kenji Leonard	\$2,299.61
Alex Bluhm	\$2,294.93
David Popowitz	\$2,286.76
Gregory Simcox	\$2,230.11
Greg Stewart	\$2,225.08
Robert Kanaan	\$2,219.53
Paul Samra	\$2,208.48
Jay Schechter	\$2,197.21
Norman Lew	\$2,193.76
Pineula Fuimaono	\$2,187.32
Sebastian Kazek	\$2,164.18
Tasha Tucker	\$2,162.98
Maria Esposito	\$2,154.46
Katherine Georgiou	\$2,152.12
Peter Lila Lilomaiava	\$2,130.49
Yvonne Hernandez	\$2,121.86
Lily Tchen	\$2,099.37
Orett Nelson	\$2,034.70
Kevin Wilson	\$2,031.85
Garret Kun	\$2,031.26
Benjamin VanFossen	\$2,021.65
Dustin Klingebiel	\$2,014.32
Fialelei Naititi	\$2,006.07
Majjargal Sukhbaatar	\$1,988.49
Timothy Von Kaay	\$1,987.65
David Garrett	\$1,983.99
Lacelia Knight	\$1,983.20
Curtis Proebstel	\$1,962.53
Edward Hanna	\$1,952.79
Devaun Mooney	\$1,950.38
Brian Fernandez	\$1,915.34
Gabriel Santos	\$1,902.61
Aaron Gebke	\$1,891.73
Ryan Grant	\$1,866.35
Anthony Balsano	\$1,863.52
Michael Garrett	\$1,856.64
Robert Dunn	\$1,836.83
Kevin Ishikane	\$1,799.01
Gregory Hayman	\$1,790.04
William Doremus	\$1,778.54
Phillip Anderson	\$1,770.91
Stephen Hill	\$1,760.82
Dana Beveridge	\$1,757.76
Meuy Saelee	\$1,757.18
Jesse Nepywoda	\$1,754.22
Jose Lopes	\$1,748.81
Michael Washburn	\$1,747.23
David Ackerman	\$1,744.11
Marc-Andre Boudreau	\$1,742.21
Rudi Camenzind	\$1,734.92
Matt Pflueger	\$1,728.24
Daniel Phares	\$1,722.76
Bradley Ellison	\$1,716.65
Steven Dandrea	\$1,711.69
Larry Bolinske	\$1,710.60
Ronald Friedlander	\$1,698.01
James Schneider	\$1,686.73
Jeremy Welch	\$1,686.49
Matt Wyss	\$1,685.62
Jon Morgan	\$1,662.20

QUALIFIER	BONUS*
David Faraway	\$1,638.97
Eli McKenzie	\$1,624.49
Michael Broker	\$1,615.48
Timothy Nolan	\$1,605.44
Tyler Ramsey	\$1,599.80
Ramin Maghsoud	\$1,592.15
Brock Graff	\$1,568.42
Bert Feldman	\$1,551.56
David Jackson	\$1,536.53
Tyler Falligowski	\$1,523.58
Curt Snow	\$1,516.42
Robert Lynam	\$1,504.94
Roger Beals	\$1,503.34
Preeti Sahgal	\$1,500.71
Eric Miller	\$1,498.52
Alex Gonzales	\$1,498.09
Yvette Matos	\$1,488.45
Timothy Dawe	\$1,482.43
Devin Phillips	\$1,481.25
Melissa McCall	\$1,470.21
Grant Johnson	\$1,469.49
Christopher Williams	\$1,457.92
Lacey Stoor	\$1,456.10
Adam Sweet	\$1,455.67
Ronald Marx	\$1,453.73
Joey Kennedy	\$1,453.38
Shoshannah Brenner	\$1,438.72
Randolph Souliers	\$1,437.42
Shaelagh Legus	\$1,435.23
Alejandra Perez	\$1,434.64
Marinela Achim	\$1,429.10
Ana Aguilar	\$1,425.18
Brandon Corkins	\$1,425.00
Tauaip Seumanufaga	\$1,424.75
John Atsytov	\$1,410.00
Eric Cochran	\$1,407.60
Tibor Simon	\$1,404.42
Daniel Jones	\$1,403.54
Melissa Lusk	\$1,403.12
Matthew Lukesh	\$1,394.51
Brian Morse	\$1,393.20
Pejma Madarshahian	\$1,391.60
David Williams	\$1,385.06
Sean Hall	\$1,379.55
Kathryn Chaisson	\$1,375.09
Hasheim Jones	\$1,368.42
Gregory Engrav	\$1,366.21
Ungatea Mafileo	\$1,355.43
Beth Snow	\$1,340.31
John Horton	\$1,337.61
Gregory Easley	\$1,335.11
Lisa Roemer	\$1,332.31
Andres Diaz	\$1,328.92
Dayquann Boyd	\$1,328.59
Mark Beckford	\$1,322.13
Beau Vastine	\$1,312.37
Veronica Lara	\$1,311.98
Jamie Zeigler	\$1,302.25
Alex Grakhov	\$1,296.51
Joaquin Santos	\$1,291.55
Sean O'Hara	\$1,278.43
Michael Little	\$1,273.38
Michael McIntosh	\$1,266.35
Theodore Greer	\$1,254.19
Ineida Andrade	\$1,250.27
Amanda Chizmadia	\$1,249.10
Herman Fennell	\$1,245.52
David Solomonov	\$1,243.80
Bradley Kincaid	\$1,243.66
Atta Saleh	\$1,242.72
Kalisi O'Keeffe	\$1,232.32
Roger Melton	\$1,231.56
Walter Durant	\$1,229.62
Natalie Soboleva	\$1,227.14
Joseph Moskwa	\$1,225.49
Danilo Gomez	\$1,224.63
David Ramirez	\$1,221.39
Charles Riggs	\$1,218.78
Flavia Brakling	\$1,217.69
Arthur Carter	\$1,215.40
Michael Yoxtheimer	\$1,214.58
Julianna Jones	\$1,208.98
Brandon Davis	\$1,204.86
Charles Hutchins	\$1,204.36

QUALIFIER	BONUS*
Antoinette Yellock	\$1,192.62
Norman Hightower	\$1,172.52
Andrew Quелlette	\$1,167.96
Matthew Cartwright	\$1,153.56
Zulfikar Bhukera	\$1,124.98
Travis Hileman	\$1,114.72
Pamela Ladd	\$1,107.12
Jimmy Tchen	\$1,096.93
Nelson Sprague	\$1,089.21
Felili Maiava	\$1,084.61
Dwayne Powell	\$1,082.48
Lorena Barriere	\$1,079.57
Scott Florin	\$1,077.92
Lisandro Gonzalez	\$1,076.78
Frank Jendusa	\$1,076.66
Danny Aranda	\$1,071.81
Russell Morris	\$1,067.98
Adam Shusheski	\$1,058.65
Brian Tittermary	\$1,057.98
Christopher Carter	\$1,050.93
Kevin Coleman	\$1,046.67
Matthew Gonzales	\$1,037.31
Ikumi Halverson	\$1,034.89
Amy Buskas	\$1,033.22
Christian Richards	\$1,030.80
Michael Rich	\$1,029.14
Susan Johnston	\$1,019.28
Shawn Johnstone	\$1,015.86
Robert Decker	\$1,014.06
Justin Holloway	\$1,011.73
Jarrod Turner	\$1,008.96
Joseph Clark	\$1,007.90
Patricio Mamacalay	\$1,000.82
Alanna Saddler	\$995.27
Candace Engelson	\$994.36
Dan Reljin	\$991.40
Richard Krueger	\$983.97
Naera Pomare	\$982.41
David Thornton	\$967.60
Philip Currie	\$966.01
Herman Libman	\$964.09
Joseph Coursey	\$946.59
Sonny Gurney	\$942.35
Julie Aprahamian	\$919.56
James May	\$911.66
Albert Lau	\$911.44
Yevgeniy Kashkin	\$910.82
Larry Chick	\$898.51
Brenda Wallace	\$897.70
Korinna Spanos	\$897.28
Lee vanDelft	\$896.87
Gregory McMeckan	\$892.13
Kenneth Greer	\$891.82
Demetrius Carroll	\$889.09
Scott Fenton	\$888.34
Lesley Lancaster	\$881.78
Daniel Harrison	\$881.06
Bradley Kampmeier	\$880.78
Justin Germany	\$878.55
Robert Drake	\$877.74
Jami Rhoads	\$875.03
Paul Sandroni	\$872.41
Scott Neil	\$872.40
Al Sorisho	\$866.02
Amir Sedaghat	\$865.74
Daniel Vermillion	\$860.17
Dawn McElwain	\$858.86
John Mureddu	\$856.63
Travis Vandenberghe	\$855.33
Mark Corkrean	\$853.35
Lanez Bowman	\$847.44
Darcie Crotteau	\$840.49
Duane Robertson	\$839.96
David Moore	\$838.66
Richard Carter	\$836.70
Blake Higuchi	\$836.58
Mickenzie Linse	\$834.53
Abram Barker	\$832.16
Lindsay Bennett	\$831.61
Angelina Thomas	\$828.34
Mary Attie	\$823.06
Cornie Bueckert	\$822.94
Michael Jacobs	\$822.02
Brian Hugli	\$820.64



# Retention Bonus

QUALIFIER	BONUS*
Ansumana Sirleaf	\$818.30
Daniel Davidson	\$815.84
Anthony Williams	\$815.29
Timothy Krueger	\$812.23
Chad Neff	\$811.75
Christine Durrer	\$807.19
Nanakwabon Ntemmeh	\$804.48
Raymond Lopez	\$804.24
Kenneth Avery	\$800.58
Jeffery Thiel	\$779.02
Marino Baca	\$761.79
Rebecca Rushnok	\$758.17
Shirley Stanback	\$755.49
Thomas VanOsdol	\$739.98
Jessica Cottrell	\$738.23
Michael Laramie	\$735.35
Paul Manley	\$734.84
Rose Deacy	\$710.56
Cameron Holeda	\$696.63
Clint Ellingsworth	\$683.82
Corby Jespersen	\$663.54
Elmore Mundell	\$660.32
Brian Bowyer	\$658.74
John Gawinski	\$649.92
Donald McCrary	\$647.61
Lorie Keller	\$646.20
Ronald Wolff	\$645.00
Johnny Yang	\$638.43
Benjamin Mancillas	\$636.55
Bill Duncan	\$636.33
Jennifer Ingimundson	\$633.32
Carmine Cupo	\$631.49
Albert Kunsman	\$630.44
Tiffany Silver	\$630.07
Sylvia Parson	\$627.99
Prince Agyapong	\$627.36
Brett Barnes	\$625.75
Brandon Braun	\$621.18
Michael Gruber	\$616.24
Louis Paganucci	\$615.43
Alvin Hagens	\$615.00
Patrick Robitaille	\$611.46
James Palmes	\$603.53
Andre Porter	\$598.82
Bradley Weigand	\$596.92
Thomas Delaney	\$596.57
Adam Hicks	\$596.34
Stephen Hitron	\$594.40
Eric Umanzor	\$593.93
Michael Pappas	\$593.55
Steven Rogers	\$592.06
Khemvisay Likay	\$591.13
Brian Webb	\$589.93
Shaun Sideris	\$589.70
Timothy Riebe	\$586.18
Jessica Gowanlock	\$585.37
Kristen Caskey	\$585.03
Luay Ghawi	\$584.61
Vanessa Malay	\$583.21
Anthony Mele	\$579.40
Heidi Demont	\$578.89
Gregory Myers	\$576.76
Carolyn Stroman	\$576.48
Robert Peak	\$575.92
Edward Webb	\$574.23
Shannon Hernandez	\$573.72
Pao Vue	\$573.69
Marvin Schoenherr	\$573.12
Erickson Bencosme	\$572.61
Regula Bucher	\$569.68
Jaime Cervera	\$566.27
Fauna Branigan	\$566.04
Julia Drozhzhina	\$565.15
Amy Nguyen	\$561.74
Tim Schroeder	\$560.56
Christina Barton	\$560.33
Damon Greathouse	\$560.13
Arthur Greene	\$517.88
Joanne Marks	\$496.10
Siddharth Patel	\$493.22
Xiaotian Yao	\$493.00
Peter Highberg	\$485.69
Elizabeth Hodgson	\$473.97
Timothy Clark	\$467.47

QUALIFIER	BONUS*
Anna Vaculikova	\$466.36
Michael Kaye	\$465.79
Anita Facundo	\$455.91
Stephan Siemens	\$454.36
Carlo Bonifazi	\$419.70
Mark Lefever	\$419.54
Arnold Pacleb	\$419.47
Marybeth Girard	\$418.14
Steven Brossart	\$417.05
Averyll West-Washington	\$415.55
John Charlton	\$414.90
Ricky Craig	\$410.89
Jeffrey Bickel	\$408.39
Tracie Hammonds	\$407.31
James Elrod	\$404.50
Michael Stewart	\$401.77
Carie Franks	\$401.62
Eric Kiefer	\$400.86
William Taylor	\$400.58
Sammy Fields	\$398.96
John Elgert	\$396.10
Karen Brown	\$394.39
Gregory Brown	\$394.10
Rashad Royster	\$391.11
Craig Isidore	\$391.04
Dustin Kitts	\$351.05
Kyle Kollhoff	\$339.54
Athar Sheikh	\$326.65
Eric Wright	\$323.48
John Paul	\$321.77
Donald Paul	\$321.43
Kevin Smith	\$320.90
Katherine Fisher	\$318.35
Aaron Burke	\$316.79
Arnulfo Ortiz	\$316.49
Arjal Jackson	\$314.22
Huihann Wee	\$313.62
Juliya Purington	\$313.61
Jie Yun Dong	\$313.07
Tiffany Roland	\$313.06
Enrid Calderas	\$312.78
Zdravko Stoyanov	\$311.71
Norma Sauls	\$311.44
Angela Agnew	\$310.81
James Terrill	\$310.54
Reginald Rodgers	\$309.66
Ajay Dheer	\$308.83
David Montgomery	\$306.14
Samuel Griffith	\$305.66
Evan Holzauer	\$304.43
Lazarus Echeta	\$303.57
Spencer Brown	\$303.46
David Gable	\$303.34
Matthew Malanga	\$301.15
Cynthia Romero	\$300.23
Shane Sekiya	\$297.89
Kimberly Fitch	\$296.35
Robyn Barnett	\$296.09
David Pillow	\$295.45
Joshua Long	\$295.15
Ryan Waters	\$294.62
Cynthia Wallace	\$294.04
James Charron	\$293.83
Nene Emesih	\$293.83
Benson Myrtil	\$293.48
Daniel Burnell	\$292.90
Margarita Kagan	\$292.63
Ruth Rollan	\$290.64
Marcell Graham	\$289.77
Keith Kirchner	\$288.74
Jose Frias	\$288.14
Crystal White	\$286.69
Kenneth Troclair	\$285.87
Antonio Salazar	\$283.87
Deborah Anderson	\$281.12
John Palmer	\$280.97
Douglas Kosowan	\$280.22
James Wagar	\$279.77
Archie King	\$279.70
Charles Tang	\$278.65
Matthew Dean	\$278.37
Jessica Patton	\$278.11
Gary Vanert	\$276.23
Eric Clock	\$274.84

QUALIFIER	BONUS*
Mary Roadruck	\$273.55
Martin McCarthy	\$272.22
Amanda Tenerio	\$270.65
William Jones	\$270.08
Jason Smith	\$269.46
Michael Kelly	\$268.75
Jeremy Engrav	\$267.62
Daniel Walton	\$267.01
Leon Morrison	\$266.85
Kirk Tubbs	\$264.11
Lisa Hood	\$263.97
Richard Braden	\$263.78
Leah Benassi	\$263.60
Jacob Lerman	\$263.44
Lionel Hurst	\$261.37
Josh Brady	\$258.94
Maryna Daniellian	\$257.30
Mohamed Abdelkader	\$255.89
Andrew Antonini	\$255.23
Simone Bailey	\$254.77
Akhter Manek	\$254.68
Craig Adams	\$251.81
Maria Mireles	\$250.46
Russel Reilly	\$213.41
Nancy Rojas	\$198.97
Peti Liu	\$197.08
Nina Edmonds	\$196.79
Daniel Kelly	\$196.42
Lashonda Watson	\$196.21
Travis Brock	\$196.19
Lydia Garcia	\$196.05
Steven Friesen	\$195.17
Keith Hauck	\$193.08
Sam Fangmeyer	\$192.65
David Carr	\$192.17
Fenel Merisier	\$191.44
Myriam Ceballos	\$188.21
David Niebaum	\$187.22
Stephan Rachuk	\$187.15
Gurmeet Kler	\$186.16
Fabio Gomez	\$186.00
Jeremy Heston	\$185.79
Richard Sprigg	\$185.06
James Rolshouse	\$184.37
Toni Sanders	\$183.16
David Valdez	\$181.40
Craig Foreshew	\$181.16
Keith Jenkins	\$180.89
Eric Lamarine	\$180.85
Angel Platero	\$180.72
Jonelle Jones	\$178.68
Katrina Moore	\$176.60
Tracy Hicks	\$176.31
Bruce Davis	\$176.10
Patricia Koltunuk	\$176.02
Marcus Jones	\$173.62
Sophia Guerrero	\$173.19
Chalsie Widener	\$173.16
Lindsay Just	\$171.54
Regina Blake	\$170.22
Dustan Leman	\$168.45
Maria Kahookele	\$167.91
Scott Cooksey	\$167.27
Matthew Wilhelmi	\$166.57
Samu Pelesasa	\$166.22
Lucinda Baker	\$165.29
Clifford Thomas	\$165.13
Freddy Gallindo	\$165.11
Brandon Whitehall	\$164.47
Fitima Harris-Miller	\$163.98
Quinton Robinson	\$163.66
Megan Bruce	\$163.52
Tamika Trappiel	\$163.51
Maribel Saenz	\$163.42
Darryl Washington	\$163.20
Robert Parks	\$160.36

**Total Bonus Paid Out**  
**\$478,883.98**